DOCUMENT RESUME

ED 369 171 EA 025 785

AUTHOR	Baughn, Juan R.; And Others
TITLE	Multicultural Sensitivity: A Principal's Reference Guide.
INSTITUTION	Pennsylvania Principals Association, Harrisburg.
PUB DATE	89
NOTE	59p.
PUB TYPE	Guides - Non-Classroom Use (055) -- Reference Materials - Directories/Catalogs (132)
EDRS PRICE	MF01/PC03 Plus Postage.
DESCRIPTORS	*Bias; Elementary Secondary Education; Languages; *Minority Groups; *Multicultural Education; *Multilingualism; *Principals; Second Language Instruction; *Sensitivity Training
IDENTIFIERS	*Pennsylvania

ABSTRACT

This guide for principals on how to be multiculturally sensitive is based on 223 responses to a Multicultural Sensitivity Survey mailed to principals across Pennsylvania in July 1989. There are numerous ways this guide can be used: (1) network to gain information; (2) network to offer information; (3) increase awareness with assemblies; and (4) provide support by securing materials. Listed in the guide are case studies related to the three most common situations principals in our survey said they faced: student/student conflict, staff accused of prejudice, and staff insensitivity. Avenues for obtaining materials for the classroom are given, as well as contacts for inservice speakers. The guide identifies principals with multicultural programs currently in place, and principals in schools with 9 percent or greater of any minority. Additionally, it identifies 94 principals willing to network giving their phone numbers and schools and listing them by programs in place, situations faced, and experience with minorities. A matrix indicates the multicultural activities each principal is using. (KDP)

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MULTICULTURAL SENSITIVITY:
A PRINCIPAL'S REFERENCE GUIDE

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This booklet was funded through a grant from the Pennsylvania Department of Education. The project was sponsored by Mr. Thomas K. Gilhool, former Secretary of Education, and Mr. Donald M. Carroll, Jr., present Secretary of Education.

One day in Old Baltimore
Heart filled, head filled with glee
I saw a Baltimorean
Keep looking straight at me.

Now I was eight and very small,
and he was no wit bigger,
and so I smiled, but he poked out
his tongue, and called me "nigger".

I saw the whole of Baltimore
From May until December,
Of all the things that happened there
That's all that I remember

- Countee Cullen

PREFACE

The Multicultural Sensitivity Project was inspired by Dr. Juan R. Baughn, Principal of North Penn High School and advanced by Dr. Frank S. Manchester, Executive Director of Pennsylvania Associations of Elementary and Secondary School Principals.

Material for the guide was based on 223 responses to a Multicultural Sensitivity Survey mailed to principals across the state in July, 1989.

As you read this guide, please remember that this is the first edition. If you find errors or omissions, just let us know. Your suggestions will be incorporated in next year's revised edition.

Special thanks to our Advisory Committee:

Dr. Lorraine Atkeison

Ms. Deidre Farmbry

Ms. Joann Griffin

Mr. Richard Houseknecht

Mr. Jesse Jones

Mr. Reginald Tolliver

Dr. Racquel Yiengst

ACKNOWLEDGEMENTS

We are sincerely grateful to the following people for supporting our efforts by providing information, resources, counsel and encouragement:

Rev. Gilbert Caldwell
West Chester District Superintendent
United Methodist Churches

Ms. Deidre Farmbry
Special Assistant to the Superintendent
School District of Philadelphia

Dr.Harold L. Hodgkinson
The Institute for Educational Leadership, Inc.
Washington, D.C.

Ms. Charlotte Hummel, Director
National Conference of Christians & Jews
Philadelphia, PA

Dr. Joseph Makarewicz, Director
Pennsylvania Ethnic Heritage Studies Center
University of Pittsburgh

Ms. Ann Willis Ratray
Teacher, Manhatten East
New York City, NY

Ms. Hallie Rosen, Assistant Director
Eastern Pennsylvania/Delaware Office
Anti-Defamation League of B'nai B'rith

Ms. Barbara J. Smith, Chief
Division of School Equity
Pennsylvania Department of Education

Dr. Sig Smith, Executive Director
LORL (Legislative Office of Research Liaison)
Pennsylvania House of Representatives

Ms. Ann Van Dyke
PA Human Relations Commission

Ms. Debbie Wei
Asian Americans United
Philadelphia, PA

While we gratefully acknowledge these contributions, sole responsibility for material presented rests with the writers.

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Dear Colleague:

Many hold the belief that life's events are cyclical. In fact, racial ignorance, inequity and insensitivity are surfacing again as they have surfaced in the past. A new cycle of intolerance for diversity threatens our country.

Instead of accepting this trend as destiny, I urge you to take action. Fight prejudice, increase awareness, and celebrate diversity, as you lead your school community into the 21st century. In the next 20-30 years one in every three Americans, 1 in every 2 school children, and 40% of the American work force will be people of color. For this reason, we educators will have a new opportunity to prove that this is, indeed, a land where all people are treated equal. Please help!

This is the dream which inspired the Multicultural Sensitivity Project. This is a dream that we must see realized because we are educators... and this is America: "one nation under God with liberty and justice for all".

Sincerely,

Juan R. Baughn

Juan R. Baughn, Ed.D.
Principal, North Penn High School

RATIONALE FOR THE MULTICULTURAL SENSITIVITY PROJECT

America's diversity is one of its greatest strengths. Historically, we have moved through cycles of strife in order to preserve such diversity. As we witness a disturbing increase in Swastika painting, KKK rallies, hate training of skinhead groups and racial insensitivity, our challenge as educational leaders is to break the cycle. We can do so by actively supporting the multicultural awareness referred to in this State Board Goal for Quality Education:

"Quality education shall help every student acquire knowledge of different cultures and an appreciation of the equal worth and rights of all people to include the active roles of women, minority racial and ethnic groups."

The Multicultural Sensitivity Project is designed to assist building-level administrators in achieving this goal. By providing resources and a statewide network of concerned peers, we hope to enable principals to increase awareness and develop sensitivity within their school community.

That's what the Multicultural Sensitivity Project is all about.

Frank S. Manchester, Ed.D.
Executive Director, PAESSP

WAYS TO USE THIS GUIDE

NETWORK TO GAIN INFORMATION

Principals listed in this guide have expressed a willingness to network. You are encouraged to call individuals, to discuss problem situations, set up school exchange programs, explore program development or exchange referrals on assemblies and speakers.

NETWORK TO OFFER INFORMATION

On the flip side of the coin, you might OFFER your assistance by inviting a principal or teacher to visit your school, share information on excellent workshops, speakers, community agencies. You can also contribute by returning the tear out information sheets in the Appendix to help us enhance the next edition of this guide.

INCREASE AWARENESS WITH ASSEMBLIES

Contact listed speakers or agencies to assist you in exposing your entire staff and student body to the need for reduced prejudice and increased appreciation of diversity.

PROVIDE SUPPORT BY SECURING MATERIALS

Send for catalogs, curriculum materials, posters and books listed. Distribute widely in your district. Contact any of the in-service speakers presented and arrange for a professional development program.

CASE STUDIES

In our survey, many principals suggested we include case examples of representative problems along with suggested resolution strategies.

We have provided case studies related to the three most common situations principals in our survey said they faced: student/student conflict, staff accused of prejudice, and staff insensitivity.

Keep in mind as you read these, however, that each situation is unique. The climate in your school, your own awareness of cultures, and available resources will all impact on the "best" solution for you.

Therefore, these suggestions are not intended as "right answers". Rather, they are offered as potential responses for you to consider when deciding your strategy with similar situations.

WHEN FACED WITH STUDENT TO STUDENT CONFLICT
FIRST ASK YOURSELF:

1. Do you have the facts? Objective accounts?

2. What behaviors presented are unacceptable regardless of racial issues? (e.g. any name calling, any demonstration of lack of respect for staff member, any physical resolution to conflict.

3. Does the incident call for teaching, discipline or conflict resolution?

4. Who could you involve to assist you (e.g. counselor, minority leader)?

CASE #1: *Elementary students call an Asian child "slanty eyes".*

CONSIDER THESE OPTIONS:

* Hold conference with children involved (and possibly their parents).
* Arrange group counseling session on name calling.
* Contact Asian American Group to present classroom program on Asian American culture.
* Make prejudice a building-wide concern by reading related fables, stories over P.A.

CASE #2: *Fight breaks out between high school students re: African American males dating white females.*

CONSIDER THESE OPTIONS:

* Discipline all parties as you would any fight.

* Follow-up with group meetings facilitated by person both groups agree will be fair.

CASE #3: *Student calls Hispanic bus driver a "spic".*

CONSIDER THESE OPTIONS:

* Meet with student, parents, bus driver to increase awareness of the negative impact of name calling.

* Discipline as you would any disrespectful act to an adult staff member.

* Consider a cultural awareness program by an Hispanic community agency.

WHEN FACED WITH STAFF ACCUSED OF PREJUDICE

FIRST ASK YOURSELF:

1. Is there any evidence that the charges are true?
2. Has precedent been established for this type of incident?
3. Is an objective third party advisable, and if so, who might be viewed by both parties as fair and knowledgeable?

CASE #1: *You suspend an African American youngster for punching someone in the cafeteria after being called a "nigger".*

CONSIDER THESE OPTIONS:

* Be clear about the facts by informing of school policy and the precedent for suspending all students for fighting.

* Be fair by demonstrating empathy for the youngster and by disciplining the name caller.

* Take responsibility for enhancing the awareness of both youngsters by seeing that they explore (with you, counselor, community leaders) alternative ways of expressing themselves and resolving conflict.

CASE #2: *One of your teachers confiscates a radio from an Hispanic youngster. Parents and student claim she called him a name and would not have even taken the radio if the student had been white.*

CONSIDER THESE OPTIONS:

* Do your homework: interview the teacher, student, and any witnesses regarding the incident; review data regarding confiscation of radios and from whom.

* Conference with teacher prior to parent conference to assess attitude regarding student and reduce possible defensive behavior in the conference.

* Meet with teacher, student and parents to review data, present findings, and provide assurances that the youngster was and will continue to be treated fairly.

* Initiate a follow-up meeting.

CASE #3: *Parents of an African American Youngster complain that cheerleading tryouts were unfair - their daughter didn't stand a chance.*

CONSIDER THESE OPTIONS:

* Make certain the selection process IS fair (e.g. objective judges, clear scoring rules, minority candidates sought and trained).

* Interview faculty advisor as you prepare to corroborate or dismiss charges of unfairness.

* Hold conference with faculty advisor, parents and youngster to review selection process and discuss perception of bias. Demonstrate where points were lost and what alternatives exist.

WHEN FACED WITH ACCUSATIONS OF STAFF INSENSITIVITY

FIRST ASK YOURSELF:

1. What were the circumstances surrounding the incident?

2. Is the staff member well-intended but misinformed, or blatantly prejudiced?

3. Is it possible others who did not complain also have been offended, and should be contacted?

CASE #1: *An African American teacher refers to "smart Koreans", and "rich Jews" in a social studies class. You hear about it through the grapevine.*

CONSIDER THESE OPTIONS:

* Meet with teacher to hear the story and discuss consequences of using cultural stereotypes. Be firm regarding expectations for an unbiased classroom.

* Suggest teacher contact ethnic experts for input on a lesson design focused on stereotypes. Do not let the stereotype comments remain unchallenged in the students' minds.

* Meet with teacher prior to the stereotype lesson to discuss objectives and plan. Reinforce how important it is for all of us to be culturally sensitive.

CASE #2: *A faculty member reports that a cafeteria worker has been teasing an Asian student, saying "You must know Karate; all Asians do!"*

CONSIDER THESE OPTIONS:

* Thank the teacher for bringing it to your attention.

* Meet with the cafeteria worker (and possibly the immediate supervisor) to discuss incident and listen to worker's perception. Explain the negative consequences of using stereotypes.

* Be firm that this must not happen again (ignorance needs to be corrected), but be fair in your understanding that it might not have been said with malice.

* Follow-up with referring teacher to indicate that you handled situation.

CASE #3: *An elementary teacher reads aloud a poem including the term "nigger" without preparing students; a board member brings it to your attention.*

CONSIDER THESE OPTIONS:

* Meet with teacher to assess poem used, introduction provided and follow-up discussion.

* Discuss potential harm of not preparing students or parents and alternative steps that might be taken in the future. Recommend that when sensitive material is to be discussed,teacher might talk to counselor, psychologist or minority representative regarding approach prior to unit.

* If teacher is genuinely concerned, enroll him/her into a cultural sensitivity workshop while the iron is hot. (Call your I.U. or P.D.E. for suggestions and calendar).

* Call board member to assure situation was addressed. Discuss meeting with parent who reported incident.

CASE #4: *A high school student complains to you that he heard that a student in an all-white physics class made a racist comment ("Black kids can't handle this class because they're too dumb.") and the teacher did nothing about it.*

CONSIDER THESE OPTIONS:

* Meet with the teacher to assess if the comment actually was made and how it was handled.

* If the statement was made, discuss alternative strategies for discussing stereotypes with that class (e.g. bring in ethnic specialist, counselor, you and/or African American students).

* Insist that the teacher discuss the incident one on one with the student who made the racist comment.

CLASSROOM AND ASSEMBLY PROGRAMS

SPEAKERS:

Melodye A. Stewart
Creator, Director
Black History Workshop
for Children
34 Forester Road
Horsham, PA 19044
(215) 675-6366

Workshops for K-12 on Apartheid, African Art, Civil rights, African-American Inventions, Poets and Writers, Entrepreneurs

Bucks County Intermediate
Unit #22
705 Shady Retreat Road
Doylestown, PA 18901
(215) 348-2940

Kids On The Block:
a puppet show for K-7 on what it is like to be different.

David Grossman
LEAD Program
National Conference of
Christian and Jews
3112 S. Juniper St., Ste 627
Philadelphia, PA 19107
(215) 546-3377

Racially diverse panel on prejudice, stereotyping, intergroup cooperation. Annual student conference on prejudice.

REFERRAL SOURCES FOR SPEAKERS:

Dr. Joseph Makarewicz, Director
Pa. Ethnic Heritage Studies Center
University of Pittsburgh
405 Bellefield Annex
Pittsburgh, PA 15260
(412) 648-7420

Minority role models, cultural awareness, ethnic heritage

Ms. Debbie Wei
Asian Americans United
801 Arch Street
Philadelphia, PA 19107
(215) 925-1538

Asian American culture and issues.

Samien Nol, Executive Director Southeast Asian Mutual Assistance Association Coalition (SEAMAAC) 601 Market Street, Suite 64 Philadelphia, PA 19139 (215) 476-9640	Speakers relating to Cambodians, ethnic Chinese, Hmongs, Laotians and Vietnamese.
Mr. Michael Melendez ASPIRA, Inc. of Pennsylvania 526 W. Girard Avenue Philadelphia, PA 19123 (215) 923-2717	Issues related to Hispanic culture.
Ms. Hallie Rosen, Asst. Director Eastern Pennsylvania/Delaware Office Anti-Defamation League of B'nai B'rith 230 South Broad Street 20th Floor Philadelphia, PA 19102 (215) 735-4267	Prejudice, racism, hate groups (skinheads, Klan)
Mr. Howard Ross, Director Western Pennsylvania Office Anti-Defamation League of B'nai B'rith 601 Grant Street Pittsburgh, PA 15219 (412) 471-1050	Prejudice, racism, hate groups (skin heads, Klan)
Ms. Jan Klein International Classroom University Museum University of Pennsylvania (215) 898-4065	Speakers form foreign lands; emphasis on cultural awareness

Folklife Center of the
International House
Folk Artists in School programs
3701 Chestnut St
Philadelphia, PA 19104
(215) 387-5125

Listing of folk artists in the area; staff development on multicultural issues.

OTHER SOURCES:

* Major corporations in your area; contact Speaker's Bureau and/or Human Resource Department.

* Universities, community colleges, churches, civic groups.

* Local branches of NAACP, Civil Liberties Union, Women for Racial and Economic Equality.

Toward A Better Balance: Part I (K-6) or
Toward A Better Balance: Part II (7-12)

Two curriculum guides were developed by the Pennsylvania Ethnic Heritage Studies Center under a grant from the Legislative Office of Research Liaison (LORL), an independent non-partisan agency in the Pennsylvania House of representatives:

$12 plus $3 shipping. Teacher In-Service training ranges from 1/2 to 4 days and can be arranged through the Center for modest costs. An ethnic newsletter is also available from the Center at a $2.00 per year subscription rate.

Contact:

Susan K. Donley, Education Director
or
Dr. Joseph Makarewicz, Director
Pennsylvania Ethnic Heritage Studies Center
405 Bellefield Annex
University of Pittsburgh
Pittsburgh, PA 15260
(412) 624-9197

A World of Difference Guide for the Secondary School includes activities, stories, poems, role playing, games and workpages designed to help children recognize prejudice and deal with feelings about it. This guide and the Elementary version (to be released in Spring,1990) were developed by the Anti-Defamation League. The guides and teacher in-service training are available at little or no cost. Also a free catalog of films/books.

Contact:

Ms. Hallie Rosen, Asst. Director
Eastern Pennsylvania/Delaware Office
Anti-Defamation League of B'nai B'rith
230 South Broad Street 20th Floor
Philadelphia, PA 19102
(215) 735-4267
or
Mr. Howard Ross, Director
Western Pennsylvania Office
Anti-Defamation League of B'nai B'rith
601 Grant Street
Pittsburgh, PA 15219
(412) 471-1050

Black History Curriculum Packet

Prepared each year, contains information materials, sample activities and geographical list of speakers. Provided to schools each January on request to Division of School Equity, PA Dept. of Education (717) 787-3048.

Martin Luther King, Jr. Curriculum Packet
Updated each year, provides biographical information materials and sample classroom activities. Provided to schools each December on request to Division of School Equity, PA Dept. of Education (717)787-3048.

A New Look At Prejudice: Program Implications for EducationalOrganization: by Helen Foss. National Conference of Christian and Jew (215) 546-3377.

The Graywolf Annual Five: Multi-Cultural Literacy
Edited by Rick Simonson and Scott Walker, Graywolf Press, St. Paul, 1988. Graywolf Press, PO Box 75006, St. Paul, MN
55175, $8.50

The String Bracelet: Reflections of and by The Young People of Southeast Asia by Kyle W. Farmbry. Intercultural Productions, PO Box 57343, Washington, DC 20036

Education and Society a quarterly magazine published by Anti-Defamation League of B'Nai B'rith, 823 United Nations Plaza New York, NY 10017

$18.00 per year, $5.00 per copy
Special issues on "A World of Difference including activities for the classroom: Vol. 1, No. 4, Winter 1989

Stand and Deliver is a video based on the true story of Jaime Escalante, a teacher in an East Los Angeles barrio who overcame many obstacles to help students achieve. A gripping account of racial pride and racism.

103 minutes. $89.95 from Social Studies School Service

On Becoming An American is a video used in the "Windows and Mirrors: An Interdisciplinary Approach to American Culture" project sponsored by the Philadelphia Alliance for Teaching Humanities in the Schools. $97 (long version) $50 (short version).

New Day Films, 853 Broadway Suite 1210, New York, NY 10003
(212) 477-4604

For free catalogs of classroom materials, films and/or workshops, contact:

Ms. Barbara Smith, Chief
Division of School Equity
PA Dept. of Education
333 Market Street
Harrisburg, PA 17126-0333
(717) 787-3048

Programs and Activities 1988-1990: listing of workshops, activities, consultation available from the Division of School Equity.

Social Studies School Service
10200 Jefferson Boulevard
Room R6,
PO Box 802
Culver City, CA 90232-0802
1-800-421-4246
FAX #: (213) 839-2249

Multicultural Studies Catalog.
Posters with biographical sketches of famous minority Americans, videos on racism, cultures, prejudice, related books and games.

Anti-Defamation League of B'nai B'rith 230 South Broad St. Philadelphia, PA 19102 (215) 735-4267 or 601 Grant Street Pittsburgh, PA 15219 (412) 471-1050	Human Relations Materials for the Schools. Books,pamphlets, classroom activities, videos, films related to prejudice. Materials for all grade levels. Film rentals, modest costs, wide variety. An excellent resource.
Charlotte Hummel, Director National Conference of Christian and Jews 311 South Juniper Street Suite 627 Philadelphia, PA 19107 (215) 546-3377	Bibliography of books portraying relationships among people of different origins.
Betty Pickett, Director Conference of Christian and Jews 1945 5th Ave, 2nd Floor Pittsburgh, PA 15219 (412) 281-1237	Bibliography of books portraying relationships among people of different origins.
Mr. Johnny Irizarry Executive Director Taller Puertorriqueno, Inc. 721 N. 5th Street Philadelphia, PA 19133 (215) 426-3311	Bookstore specializing in Puerto Rican and Latino literature. Rental/loan of videos, slides and books featuring Latino artists.
Ms. Debbie Wei Asian American United 801 Arch St. Philadelphia, PA 19107 (215) 925-1538	Materials and books on Asian American issues/cultures.

STAFF IN-SERVICE SUGGESTIONS

Fees for the speakers listed below vary depending on the length of program and travel required. Call for details.

Dr. Juan Baughn
Principal
North Penn H. S.
Lansdale, PA 19446
(215) 368-9800

Brief (45-90 min) programs to faculty and administrators across the state on "The Need for Celebrating Diversity" and "How to Celebrate Diversity in Schools with Few Minorities."

Dr. Joseph Makarewicz
Director,
PEHS
University of Pittsburgh
405 Bellefield Annex
Pittsburgh, PA
(412) 648-7420

Training on Toward a Better Ballance Crriculum. Range from 1 hour awareness talks to
4 day in-service for teachers
Expenses only for talks; $150 day for staff training.

Ms.Charlotte Hummel,
National Conference of Christians and Jews
311 South Juniper St.
Suite 627
Philadelphia, PA 19107
(215) 546-3377

Custom training, assessment, and consultation on humans ralations issues.

Dr. Harold Hodgkinson
The Institute for Educational Leadership, Inc.
1001 Connecticut Ave. N.W
Suite 310
Washington, DC 20036
(202) 822-8405

National speaker on the Impact of demographics on education. Speeches and workshops for School Boards and Administrators.

Mr. Frank Aycox
219 East Gowen Ave
Philadelphia,PA19119
(215) 247-4231

Interactive games for developing awareness, reducing conflict, increasing cooperation All grades; worked w/Phila Schools on desegregation; entire U.S..

Mr. Jerald Collins V-P,Human Resource ARA Services 1101 Market St Philadelphia, PA 19107 (215) 238-3510	African American executive, former pro athlete & teacher; will speak on preparing minorities for the future workplace; issues related to developing self-esteem; careers
Dr. David Thomas Wharton School 2021 Steinberg Hall Philadelphia,PA19143 (215) 898-9366	African American professor/author; will work with principals, administrators, teachers on organizational strategies for encouraging harmony, reducing conflict.
Deidre Farmbry Special Assistant to the Superintendent School District of PA 21st St. and Parkway Philadelphia, PA 19103 (215) 299-7825	Two hour workshops for high school teachers on a literary approach to cultural harmony.
Dr. Racquel Yiengst Director, Reading School District 800 Washington St. Reading, PA 19601 (215) 371-5968	Talks on Puerto Rican culture and Bilingual Program bilingual education.
Rev. Gilbert H. Caldwell West Chester District Supt. United Methodist Churches 1316 Sonnet Lane Westchester, PA 19380 (215) 436-6554	Brief presentations on human relations issues.
Ms. Ann Van Dyke PA Human Relations Comm. 2971 E. North Seventh St. Harrisburg, PA 17110 (717) 787-4410	Programs discussing legislation; speakers on related topics

A NETWORK OF PRINCIPALS

A frequent request of principals answering our survey was for a list of principals willing to share information and discuss programs, ideas, and difficult situations related to multicultural sensitivity.

Of the principal's responding to our survey, 94 said they would be willing to network.

On the following pages we have listed those principals. First by programs in place, situations faced, and experience with minorities, and then with a matrix of the multicultural activities each is presently using.

As you use this guide, you will probably identify others who would like to be added to our networking list (perhaps yourself?). Just tear out the response sheet in the appendix and return it for inclusion in our next edition.

PRINCIPALS WITH PROGRAMS IN PLACE

NOTE: If you need to contact anyone listed, school district and telephone numbers can be found on pages 35-43

NAME	TYPE OF PROGRAM
Arco, B. Victor	Martin Luther King Day Classroom Current Events
Belgie, Ken	Librarian/Faculty member received grant for minority speakers and materials.
Betar, Walter	Public address announcements on famous African Americans
Cantebury, John	Elementary (K-3) program on individual differences and self esteem.
Cilo, Daniel C.	Liaison w/college for speakers (students and professors)
Cody, Corrine	Morning announcements Main Lobby Bulletins Newspaper Coverage
Crobak, Robert	Role playing Indian Caste System
DeBellis, Charles	Teacher In-Service Workshop topics and faculty meetings on multicultural education
Figlock, Bernard	Baltimore Orioles adopted school; Hampton Middle School cooperation w/York Spanish Center Exchange program with inner city school (80% African American)
Johnson, Robert L.	Hiring minorities/ member of MASCUS

Kirschler, Terry	Social Studies Curriculum
London, Robert	Local Hispanic agency to help run on-going meetings w/students
Nelson, Williams	El Salvador project. Taping of children in both countries, sent clothing, etc.
Pyle, Philip	Use of American Friends Service
Rich, Leonard	Minorities in America course
Schwartz, Joseph	Attended conference on African American issues: recruiting, speakers, scholarships
Shockey, Richard	Global approach to geography
Shoemaker, William	"Cultural Days" week-each year different culture/ food, customs Black History Month, Martin Luther King Day, cladd current events
Sipple, Joyce	Awareness Week (theme: We are different together".) Black History month, Martin Luther King day, Class current events. VITA Bank for Minorities
Weaver, Dale	Sensitivity workshops for 7th & 8th grade students w/ Univ. of Pittsburgh
Williamson, Janet	Appreciation of Minorities in Social Studies curriculum
Wills, Donald	High School curriculum
Witmer, Judith	"Just Community" approach based on Kolbergian theory; Committee for elementary students

PRINCIPALS IN SCHOOL WITH 9% OR GREATER OF ANY MINORITY

NOTE: If you need to contact anyone listed, school district and telephone numbers can be found on pages 35-43.

NAME	DOMINANT CULTURE
Barley, Richard	African American (45%) Hispanic (27%)
Botti, Fred	African American (15%)
Bull, Grace	African American (10%)
Crosson, John	African American 30% Hispanic 34%
Danehower, Victoria	African American 11% Hispanic 28%
DeBellis, Charles	African American 9%
Esworthy, Janet	African American 68% Hispanic 20%
Figlock, Bernard	African American 40% Hispanic 8%
Garda, Jan	African American 5-10%
Griffin, Joann	African American 95%
Hopp, Muriel	Asian 12%
Jones, Jesse	African American 24%

Latinski, Philip	African American 9.5
London, Robert	African American 10% Hispanic 6%
Mable, Ronald	African American 18% Hispanic 30%
Montini, J.R.	African American 65%
Mussdine, Larry	African American 15%
Nolan, William	African American 45%
Novic, Robert	African American 15%
Panza, Michael	African American 10%
Van DeWater, Henry	African American 16%
Wilson, Paul	African American 9%
Weaver, Dale	African American 24%
Zarfoss, Robert	African American 39% Hispanic 10%

MINORITY PRINCIPALS WILLING TO NETWORK

NAME	SCHOOL DISTRICT	HERITAGE
Barnes, Francis	N. Allegheney	African American
Baughn, Juan	North Penn	African American
Danehower, Victoria	Reading	Hispanic
Griffin, Joann	Harrisburg	African American
Jones, Jesse	Penn Hills	African American
Jung, Herbert (215) 334-5800	South Philadelphia	Asian
London, Robert	West Chester	Asian
Torres, Raul (215) 324-9440	Philadelphia	Hispanic
Jose Lebron (215) 223-4400	Philadelphia	Hispanic

SITUATIONS PRESENTED BY PRINCIPALS AND HOW THEY WERE RESOLVED

NOTE: If you need to contact anyone listed, school distric and telephone numbers can be found on pages 35-43.

SITUATION	RESOLUTION STRATEGY	PRESENTING PRINCIPAL
CLAIMS OF BIASED STAFF:		
Staff accused of bias	Discussion: school awareness through materials and speakers	Belgie, Ken
Staff accused of bias	Fair Disciplining	Botti, Fred
"You don't understand" claims	Objective discussion	Danowsk, J.
Teacher accused of bias	All-party discussion	Kohler, Allan
Staff accused of bias	Discussion	Figlock, B.
Situation interpreted as racial by media	Discussion "Under our Skin" Assembly program	Hicks, Herman
Claim of staff bias	Human relation supervisor	Latinski, P.
Bus driver incident	Conference	McDaniel-Hine L.
Claim of prejudice	Fair, consistent discipline	Panza, M.
Claims of staff bias	Fair discipline, welcome parents	Wilson, Paul

LANGUAGE BARRIERS

Hispanic elementary	PDE support materials Spanish teachers to assist students	Albaugh, Kenneth
Hispanic Asian	Community referral/other students	Barley, Richard Canterbury, John
Hispanic and Asian	Staff In-Service, Student Awareness Program	Crosson, John
Asian	Workshop on Asian culture; Interpreter	Esworthy, Janet
Hispanic	Use of informed teachers	Griffin, Joann
Hispanic	Dialogue staff/student	Mable, Ronald
Hispanic	Used foreign exchange and foreign language students	Manley, John

STUDENT VS. STUDENT CONFLICTS

Student racial conflict	Dialogues, advisory boards community involvement	Betar, Walter
Staff/student conflict	Discussion	DeBellis, Charles
Black/white playground conflict	Dialogue w/leaders and students	Diaz, Milton
Racial comments	Parent conferences	David, Robert
White/Asian student conflicts	Use of community resources	DeRaymond, Joe

White students accepting non-white students	Counseling	Dufalla, Ron
Racial comments		Farnham, Gail
Racial comments, harassment	Cultural books, discussions	Fingerman, Shirley
Racial comments	Discussion	Held, James
Racial comments	Counseling	Hohman, Jeff
Student racial conflicts	Conferences	Keyser, Gerald
Elementary student racial conflict	Discussion role playing	Koehler, Allen
Racism Dialogue		Manley, John
Scheduling, religious holidays	Mediation conference Event date changed	Maslayak, Michael
Racial comments	Interracial group P-S, teachers as leaders Conference	Peduzzi, Reynold

Community concern re. racism	"Celebration of Differences program	Casey, John
Negative community response to multicultural activity	Discussion	Croback, Robert
Staff understanding Asian culture	Staff training	Hopp, Muriel
Private place for Moslem worship	Principal's office	Konior, Marianne
Male Hispanic lack of respect for females	Student/parent conferences	Lebanon Jr. , High
Hispanic self-image	Programs in cooperation with local Hispanic Agency	London, Robert
Press coverage of skinheads	Meeting w/community leaders	Mussdine, Larry
Negative response to minority speaker at assembly		Mussdine, Larry
Black student union	Teacher/student Conference on sensitivity	Schwartz, Joseph
Attendance female Moslem student	Meeting with parents	Walsh, Ruth

Involving minorities	Student council, human interaction committee	Van DeWater, Henry
Inner-city students to suburban district suffer culture shock	Small group meetings	White, Lou

MATRIX FOR NETWORK

	NAME	SCHOOL OR SCHOOL DISTRICT	TELEPHONE
1	Albaugh, Kenneth	Everett	(814) 652-9114
2	Arco, B. Victor	Plum Borough	(412) 795-4882
3	Barley,Richard	York City	(717) 843-3881
4	Barnes, Francis	N. Allegheney	(412) 923-5767
5	Bartholameu,Kermit	Boyertown	(215) 367-2066
6	Baughn, Juan	North Penn	(215) 368-9800
7	Belgie, Ken	Indiana	(412) 463-8562
8	Berkebile, Wallace	North Star	(814) 629-6651
9	Betar, Walter	Altoona	(814) 946-8275
10	Botti, Fred	West Mifflin	(412) 466-3200
11	Brill, John	Tri Valley	(717) 682-3125
12	Bubeck, Robert	Upper Moreland	(215) 659-6800
13	Bruchak, Ed	Cautasaugua	(215) 264-5603
14	Bulls, Grace	Westchester	(215) 436-7305
15	Cantebury, John	Colonial	(412) 486-6000
16	Casey, John	State College	(814) 237-5301
17	Costello, Tony	Methacton H.S.	(215) 489-5026
18	Crobak, Robert	Cumberland Valley	(717) 761-1865
19	Crossan, John	Reading	(215) 371-5904
20	Cunningham, David	Norwin	(412) 863-6688

Name	Special Assemblies	Minority Speakers	Cultural Festivals	School Exchange	Advisory Board	Dialogue	Instructional Review	Role Playing	Cultural History	Martin Luther King Day	PA Announcements	Minority Recruiting	Curriculum
1													
2													
3	★						★						
4	★						★						
5		★											
6			★										
7	★		★										
8	★		★										
9	★			★									
10	★			★									
11	★			★									
12	★			★									
13	★			★									
14	★			★									
15	★			★									
16	★			★									
17	★			★									
18	★			★									
19	★			★									
20	★			★									

MATRIX FOR NETWORK

	NAME	SCHOOL OR SCHOOL DISTRICT	TELEPHONE
21	Danehower, Victoria	Reading	(215) 371-5934
22	Danowsk, John	Erie	(814) 871-6200
23	David, Dr. Robert	Bethel Park	(412) 854-8675
24	Debellis, Charles	Easton Area	(215) 250-2460
25	DeRaymond, Joeseph	North Penn	(215) 368-0400
26	Diaz, Milton	Fort Cherry	(412) 356-4445
27	Donohue, Louise	East Penn	(215) 967-3101
28	Duell, George Jr.	Palmerton	(215) 826-3155
29	Dufalla, Ronald	Brentwood	(412) 881-4940
30	Esworthy, Janet	Harrisburg	(717) 255-2617
31	Farnham, Gail	NW Lehigh	(215) 285-6161
32	Ference, Leonard	Mechanisburg	(717) 691-4562
33	Figlock, Bernard	York	(717) 845-3571
34	Fingerman, Shirley	Conrad	(215) 693-3121
35	Garda, Jan	Northgate	(412) 734-8002
36	Gorton, Richard	East Penn	(215) 967-3101
37	Griffin, Joann	Harrisburg	(717) 255-2450
38	Gross, Dr. Richard	Boyertown	(215) 369-7445
39	Haas, Robert	Allegheny-Clarion	(814) 677-3098
40	Hamilton, Neil	Norwin	(412) 864-0320

	Name	Special Assemblies	Minority Speakers	Cultural Festivals	School Exchange	Advisory Board	Dialogue	Instructional Review	Role Playing	Cultural History	Martin Luther King Day	PA Announcements	Minority Recruiting	Curriculum
21		*	*				*	*						
22		*	*					*		*		*		*
23		*	*					*						
24		*	*					*						
25		*	*					*						
26		*	*					*						
27		*	*					*						
28		*	*					*						
29		*	*					*						
30		*	*					*						
31		*	*					*						
32		*	*					*						
33		*	*					*						
34		*	*					*						
35		*	*					*						
36		*	*					*						
37		*	*					*						
38		*	*					*						
39		*	*					*						
40		*	*					*						

MATRIX FOR NETWORK

	NAME	SCHOOL OR SCHOOL DISTRICT	TELEPHONE
41	Hicks, Anthony	RoseTree Media	(215) 566-6010
42	Hohman, Jeffrey	Pottsgrove	(215) 323-6510
43	Hopp, Muriel	Radnor Township	(215) 527-1357
44	Johnston, Jeffrey	Keystone Central	(717) 749-3501
45	Jones, Jesse	Penn Hills	(412) 793-6400
46	Keyser, Gerald	Greencastle-Antrim	(717) 597-2186
47	Koehler, Allen	North Penn	(215) 368-4017
48	Konior, Marianne	Dubois Area	(817) 371-8111
49	Kudhick, John	Weatherly	(717) 427-8689
50	Kupchella, Tom	Blacklick Valley	(814) 749-9213
51	Latinski, Phillip	G.A.R. Memorial HS	(717) 826-7165
52	Lewis, Richard	Clarion area	(814) 226-8112
53	London, Robert	West Chester	(215) 436-7262
54	Mable, Ronald	Lancaster	(717) 392-2916
55	Marion, Nancy	State College	(814) 237-5301
56	Maslayak, Michael	Wyomissing	(215) 378-9435
57	McDaniel-Hine,Louis	Central Fulton	(717) 485-3195
58	McKenna, James	Mt Pleasant	(412) 547-5763
59	MisKo, Robert	East Penn	(215) 967-3101
60	Montini, J.R.	Aliquippa	(412) 857-7517

Name	Special Assemblies	Minority Speakers	Cultural Festivals	School Exchange	Advisory Board	Dialogue	Instructional Review	Role Playing	Cultural History	Martin Luther King Day	PA Announcements	Minority Recruiting	Curriculum
41								★ ★					
42													
43													
44													
45													
46													
47													
48													
49													
50													
51													
52													
53													
54													
55													
56													
57													
58													
59													
60													

MATRIX FOR NETWORK

	NAME	SCHOOL OR SCHOOL DISTRICT	TELEPHONE
61	Mussoline, Larry	Central Dauphin	(717) 540-4600
62	Neil, Dr. John	Kemblesville	(215) 255-4516
63	Nolan, William	William Penn	(215) 626-3223
64	Novic, Robert	West Mifflin	(412) 466-3200
65	Olson, David	Northwestern	(814) 756-4181
66	Orlando, F.P.	Phoenixville	(215) 933-2454
67	Panza, Michael	Quaker Valley	(412) 741-3600
68	Peduzzi, Reynold	Penn-Trafford	(412) 744-4471
69	Peet, D. Carl	Western Wayne	(717) 689-2632
70	Prendergast, John	Berli Brothers	(814) 267-4622
71	Pyle, Philip	Avon Grove	(215) 869-2010
72	Reyer, Ronald	Penncrest	(814) 763-2615
73	Rhodes, Dr. Frances	North Penn	(215) 368-0400
74	Romberger,Dr. Joyce	Pine Grove	(717) 366-0515
75	Roule, Dennis	Conrad Weiser	(215) 678-9901
76	Schwartz, Joseph	Springfield	(215) 233-6035
77	Schwenk, Frederick	Pennridge	(215) 257-5011
78	Shaw, John	Wilmington area	(412) 946-3591
79	Shockey, Richard	Somerset	(814) 443-2831
80	Shoemaker, William	Littlestown	(717) 359-4146

Name	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80
Special Assemblies				★		★					★		★	★		★		★		
Minority Speakers							★									★	★	★		
Cultural Festivals				★		★					★		★	★						★
School Exchange								★								★	★			★
Advisory Board				★																
Dialogue				★		★		★			★		★	★						
Instructional Review				★				★			★		★	★		★	★	★		
Role Playing						★														
Cultural History	★												★	★						
Martin Luther King Day																				
PA Announcements													★							
Minority Recruiting				★							★									
Curriculum																				

MATRIX FOR NETWORK

	NAME	SCHOOL OR SCHOOL DISTRICT	TELEPHONE
81	Silvis, Dr. Ronald	Greensburg Salem	(412) 832-2866
82	Sipple, Joyce	State College	(814) 237-5301
83	Sloan, Ted	Council Rock	(215) 968-7142
84	Stitzel, L. John	Manheim Central	(717) 665-2246
85	Van de Water, Henry	Wissahickon	(215) 628-1693
86	Walsh, Dr. Ruth	Moon	(412) 262-4140
87	Weaver, Dale	SE Deleware	(215) 565-4880
88	White, Lou	Central Bucks	(215) 794-7434
89	Willison, James	Bethel Park	(412) 833-5000
90	Wills, Donald	Southern Tioga	(717) 662-2808
91	Wilson, Paul	Abington	(215) 663-0403
92	Wingard, Levi	Downington	(215) 269-4400
93	Zackon, Jefferey	Oley Valley	(215) 987-6217
94	Zarfoss, Robert	York City	(717) 845-3571

Name	81	82	83	84	85	86	87	88	89	90	91	92	93	94
Special Assemblies				★	★		★	★	★		★	★	★	★
Minority Speakers				★	★		★		★		★	★	★	
Cultural Festivals				★		★			★		★	★		
School Exchange				★	★	★			★		★	★	★	
Advisory Board														
Dialogue				★	★	★	★	★	★		★	★	★	
Instructional Review				★	★	★	★	★	★		★	★	★	
Role Playing														
Cultural History														
Martin Luther King Day														
PA Announcements														
Minority Recruiting														
Curriculum				★	★	★								

APPENDIX 1

SUGGESTION FOR MINORITY ROLE MODELS

In future editions of the guide, we would like to expand our list of minority speakers that might serve as appropriate role models for minority youngsters by speaking at assemblies, career days, etc.
If you have heard a good speaker, please complete this tear-out form and return to:

Dr. Frank Manchester
PAESSP
Multicultural Sensitivity Project
801 North Second Street
Harrisburg, PA 17102-3297
(717) 233-3001

SPEAKER'S NAME:

ADDRESS

TEL NO:

TOPIC/EMPHASIS:

HERITAGE:
( )African American ( )Asian ( )Hispanic ( )American Indian
( )Other

OCCUPATION AT PRESENT:

RECOMMENDED FOR:

( ) Classroom Grades _____ ( ) Assemblies ( ) Career Day

COST: ( ) None ( ) Travel Expenses ( ) Fee ( ) Other

AREAS WILL VISIT:

( )Anywhere in PA ( )Western PA ( )Eastern PA ( )Other

YOUR NAME: **DAY TEL:**

APPENDIX 2

MULTICULTURAL SENSITIVITY SPEAKERS

In future editions of the principal's reference guide, we would like to expand our list of speakers who will raise awareness of cultural sensitivity.

If you have heard a good speaker, please complete this form and return to:

Dr. Frank Manchester
PAESSP
Multicultural Sensitivity Project
801 North Second Street
Harrisburg, PA 17102-3297
(717) 233-3001

SPEAKER'S NAME:

ADDRESS

TEL NO:

TOPIC/EMPHASIS:

MINORITY ( ) YES ( ) NO

COST:

WHERE HEARD?

RECOMMEND FOR: ( ) ASSEMBLY ( ) CLASSROOM ( ) IN-SERVICE

GRADE LEVELS: ( ) K-6 ( ) 7-12 ( ) ALL ( ) _____
YOUR NAME: **TEL.:**

APPENDIX 3

VIDEOS RELATED TO MULTICULTURAL SENSITIVITY

In future editions of the principal's reference guide, we would like to expand our list of films and videos that could be used to raise awareness of cultural sensitivity.

If you have used a good film or video, please complete this form and return to:

Dr. Frank Manchester
PAESSP
Multicultural Sensitivity Project
801 North Second Street
Harrisburg, PA 17102-3297
(717) 233-3001

VIDEO TITLE:

LENGTH:

DESCRIPTION:

DISTRIBUTOR/
PRODUCER:

RENTAL COST:

LOAN SOURCE:

RECOMMEND FOR:

( ) Classroom grades:
( ) Teacher In-Service
( ) Community Programs
( ) Assembly
( ) Administrator In-Service

NAME: **DAY TEL.:**

APPENDIX 4

PRINCIPALS EXPERIENCED WITH MINORITY ISSUES

In future editions of the principal's reference guide, we would like to expand our list of principals with minority experience who are willing to share their expertise.

If you would like to be included in such a list please complete this tear out form and return to:

Dr. Frank Manchester
PAESSP
Multicultural Sensitivity Project
801 North Second Street
Harrisburg, PA 171-2-3297
(717) 233-300

My heritage is:

I am/or have been principal in a school with a substantial percentage (25%) of minority students.

NAME:

TITLE:

SCHOOL NAME:

SCHOOL DISTRICT:

ADDRESS:

TELEPHONE:

I would be pleased to help principals by:

( ) Networking with them by telephone
( ) Speaking at Teacher In-Service

I am willing to travel to:
( ) Anywhere in Pennsylvania
( ) Western Pennsylvania
( ) Eastern Pennsylvania
( ) Other:_____

Cost: ( )None ( )Travel Expenses Only ( )Fee

APPENDIX 5

PRINT MATERIALS RECOMMENDED

In future editions of the principal's reference guide, we would like to expand our list of printed materials and references.

If you can recommend any titles please please complete this tear out form and return to:

Dr. Frank Manchester
PAESSP
Multicultural Sensitivity Project
801 North Second Street
Harrisburg, PA 171-2-3297
(717) 233-3001

TITLE:

PUBLISHER:

ADDRESS:

COST:

FOR USE WITH: _GRADE LEVEL ___TEACHERS ___ADMINISTRATORS

YOUR NAME: **DAY TEL:**

APPENDIX 6

CASE SITUATIONS TO INCLUDE IN NEXT ISSUE

In future guides we will include additional cases of racial/cultural situations principals face.

If you have suggestions for a multicultural situation you would like to see included, please complete this form and return to:

Dr. Frank Manchester
PAESSP
Multicultural Sensitivity Project
801 North Second Street
Harrisburg, PA 17102-3297
(717) 233-3001

SITUATION:

POINTS TO CONSIDER:

SUGGESTIONS FOR RESOLVING:

PENNSYLVANIA ASSOCIATIONS OF ELEMENTARY AND SECONDARY SCHOOL PRINCIPALS

MULTICULTURAL SENSTIVITY PROJECT

801 North Second Street
Harrisburg, PA 17102-3297
(717) 233-3001